

**INDIANAPOLIS-MARION COUNTY PUBLIC LIBRARY  
MINUTES OF THE REGULAR MEETING  
APRIL 24, 2023**

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The Indianapolis-Marion County Public Library Board met in person at the Library Services Center, 2450 North Meridian Street, Indianapolis, Indiana on Monday, April 24, 2023 at 6:30 p.m. pursuant to notice given in accordance with the rules of the Board.

**1. Call To Order**

President Tribble called the meeting to order. Mr. Biederman acted as Secretary.

**2. Roll Call**

Members present: Mr. Biederman, Mr. Lane, Dr. Murtadha, Dr. Palacio, Dr. Payne, Ms. Tribble and Dr. White.

Members absent: None.

The Chair recognizes a quorum.

Ms. Tribble made the following statement:

Good evening to my fellow Board Members and to the Library staff and community members in attendance tonight. I look forward to a productive and respectful discussion. First, I want to welcome our newest member of the IndyPL Board of Trustees, Dr. Luis A. Palacio. Dr. Palacio is a leader, biophysicist, developer and engineer who is deeply ingrained in both the Latino community and the Marion County community as a whole. We're very excited for you to bring your unique perspective to this Board and we look forward to collaborating with you. Welcome Dr. Palacio.

Dr. Palacio thanked Ms. Tribble for the introduction.

Ms. Tribble went on -- As many of you know, yesterday marked the start of National Library Week. Over the course of the next several days, IndyPL is planning events, activities and discussions to celebrate this important institution and our amazing staff. To follow along visit IndyPL's website and social media throughout the week. In addition to the Library Week festivities this year, IndyPL is also celebrating the incredible milestone of 150 years of service to the Marion County community. We will officially kick off anniversary celebrations in June. In the meantime, I'd like to recognize the current and former staff members who are serving on the 150th Anniversary Planning Committee. Thank you for your hard work in helping us to recognize this amazing

achievement and thank you for all you do for the IndyPL staff members, past and present who have helped us to reach this milestone.

Finally, I'd like to provide an update that on April 6, 2023 HIV testing resumed at several IndyPL locations across our service area. We thank the public for your patience as we navigated the necessary compliance regulations to ensure that IndyPL's testing site met all the safety standards. We are grateful to the members of our community who expressed the importance of this service and we wholeheartedly agree and are thankful for your passion and advocacy.

### 3. **Branch Manager's Report**

Gregory A. Hill, Sr., Acting CEO and Interim Public Services Officer, announced that Ms. Priscilla Bell, Manager, Michigan Road Branch, would present her Report at an upcoming Board Meeting.

### 4. **Public Comment and Communications**

#### a. **Public Comment**

Ms. Tribble announced that next on our Agenda is this Public Comment section. We welcome feedback from the public about our Indianapolis libraries, and this is a time when the public may address the Board. If several of you are here representing the same group, please select a spokesperson. To respect everyone's time, please do not repeat the same comments someone else has offered. Please note that this Public Comment time is not the appropriate time or a forum for commenting on matters related to alleged employee misconduct. Any such matters should be brought promptly to the attention of the Library's Acting CEO or the Human Resources Department, where those issues can be properly addressed in compliance with established Library policy and procedures.

A five-minute limit will be allowed for each speaker. And because this meeting is a matter of public record, we ask that as you step forward, before you give your testimony, please provide your name and address at the beginning of your comments.

The full content of all public comments is included in the recording of the meeting posted and available on the Library website at [IMCPL.org](http://IMCPL.org), and located in the About the Library section of the site. The general substance of each speaker's comments is included here.

#### **Speakers:**

Riley Park Bove - I noticed IMPD officers were here again, despite the public telling you that they are not needed and that we don't want them here. As most of us know, having police presence is unnecessary and will escalate situations. I find it interesting that you changed the location from where Dreasjon Reed was murdered three years ago. There have been others murdered on the streets, in their homes, while at church and in their cars. I want to know how long will it be until

they murder one of us in this library? Keep IMPD officers out. They're not needed here.

Amira Malcom - I'm currently the project manager for the Center for Black Literature and Culture at Central.

In addition to my role at the CBLC, I'm also a full-time student. I study library information science and philanthropic studies at IUPUI. Since I joined the staff here, compensation for tuition was promised to staff who meet grade requirements for approved courses. No communications to the contrary were sent out. According to our CFO after I reached out regarding a previous reimbursement, quote, this is something simple to resolve regarding deferred billing with IUPUI. In the email I received exactly one week ago, I was abruptly told with less than a month left in the semester that there were not funds available to cover my school costs because, and I quote, we did not budget for the possible increase of expenses due to staff wanting to take advantage of the new policy. Unfortunately, this will not cover your current expenses. Please accept my apology for the inconvenience.

The lack of clear communication from this executive team is not only confusing and disappointing, but also leaves me on the hook for approximately \$6,000 of money that I cannot provide without significant hardship before I register for my next term of classes. To this board, I won't accept the embarrassment you've made of this library system. Please do better. Resign if you must, but let us move forward with the competent leader that we trust. And in case you haven't heard, that leader is Nichelle Hayes.

Jeremy Algate - I went to Pike High School. I went to Butler University. I got my master's from IUPUI. I have worked for five years as a therapist. I primarily work with children and it is so critical that they see themselves and they see their communities represented and listened to. There are so few actually democratic institutions in this country that are responsive to people's needs. I've been coming to library board meetings for months to ask that you pick the clear choice of the workers and the patrons of the library. Hire Nichelle now.

Maddie Boyd - I've been to a lot of these meetings, but this is the first time I'm going to speak and the only thing I have to say is to hire Nichelle Hayes. She's the qualified candidate and she deserves this job. She's the one that we want and we'll keep coming until we see her get what she deserves.

Sam James - Hope Tribble, you said at a previous meeting that you've never seen the public get so involved in a personnel dispute, but this is not just a personnel issue, it's a political one. It's about the fact that this board invited the public, the community to participate in the CEO search, and then you ignored everything we had to say.

Dr. White's email suggests that you were just too cowardly to cut Nichelle from the process. It's about the fact that you think you are more important than the community you are here supposedly to serve. It's about who in this city gets to make decisions. You asked for feedback and you got it. 2,000 signatures, scores of public comments online and in person, and yet at every opportunity you turn

around and you make excuses for why those voices don't matter.

So let's be honest with each other. You never really wanted our feedback in this process. You never even considered Nichelle as a viable candidate and not once did you think that we were worth listening to.

Dani Abdullah - I spoke a few months back about how I was excited about Dr. White joining the board as he was my superintendent when I went to Cook Creek Elementary School. I can't even begin to say how disappointed I am in my old superintendent.

Dr. White and others have alleged that Nichelle couldn't be IndyPL CEO because she's got something in her HR file that makes her ineligible. Well, if that's true, have Dr. Murtadha and Dr. Payne seen it? Has Mr. Lane seen it? Was it as cut and dry as you want to make it seem. This board wouldn't have been so divided back in December and it wouldn't be so divided today. I really would appreciate it if you would stop lying to us and hire Michelle Hayes.

Elizabeth Johns - I have attended meetings before, but this is my first time getting up to speak because you guys have really pissed me off. I will keep it very brief here. I'm an Indianapolis resident. I've grown up here my whole life and I find it interesting that you started this meeting, Hope Tribble, hoping for something respectful. And I have two questions for all of you, but specifically you, Hope. Why would we respect you if you don't respect us? And also why not Nichelle?

Connie Thompson - At the previous board meeting, we saw the absolute clownery, lack of decorum, lack of procedure that this board actually has. Dr. White's email was incredibly unprofessional, disrespectful to somebody who has given decades to this library, disrespectful to this community to suggest that you know something that we don't, that you have information that we couldn't possibly understand. How disrespectful. All of us are tired of it. We've seen that procedure doesn't matter, that you've used the excuse of, we need a new library CEO search procedure. In conclusion, hire Nichelle Hayes.

Michael Torres - I am the Union President for AFSCME Local 3395 representing library workers here at IndyPL. I will read a letter from Mollie Beaumont, a former employee who worked here and fought a good fight with us here as a union officer. She's no longer here. She works in a library in the Michigan. I feel like she left the system because she was not appreciated and she could not get ahead. She applied for several positions and to the point where she decided she had to leave Indianapolis to get a reasonable position. The letter I will read highlights the accomplishments of Nichelle Hayes and Ms. Beaumont's frustration with the Board for not hiring Ms. Hayes. Mr. Torres then read the letter.

Dan Gabbard - I first heard about this issue on Reddit. I shared it with a friend. That was my first introduction about Spanish books. My son is from Columbia. Anyway, I'm disappointed to hear that \$100,000 was wasted, \$100,000 of this city's money that could have been used to better our city. So if you're willing to waste that amount of money, what else are you willing to do to get in the way of progress? I'm here in support of Nichelle Hayes.

Jesse Brown - The people of Indianapolis have been resoundingly clear that we want this public institution to be led by a CEO who cares about three main issues. Number one are workers and workers' rights. Nichelle gave the biggest raise in the library's history to librarians, and so there's no wonder that she's so widely supported by the people who work.

Number two is racism. This library is a racist institution. And you know it conducted a climate study that proved that exact point. Nichelle Hayes, with her background in the specific work she's done, is uniquely qualified to help combat that legacy of racism and bridge the gap into the future.

And then number three is community. I've never heard of a public board fighting this hard tooth and nail against the resounding public all speaking on the same thing.

Amy Grotland - I'm here to support Nichelle Hayes, and I just don't understand. I don't understand the lack of transparency. I don't understand why someone who is being supported by the community to such a large extent is not being chosen for this position and why we can't know why.

Anderson York - I am here to represent the product of IPS underneath the leadership of Dr. White. I graduated Howe in 2010. So unfortunately, a heavily police presence is not new to me. IPS is where I learned to be courageous, strong, and to stand up for my community. My community wants Nichelle Hayes. I stand in support of Nichelle Hayes.

Amy Courtney - I'm here tonight in support of Nichelle Hayes. And I just want to say that I think the Indianapolis community, and especially Nichelle herself, deserve transparency.

Cliff Marsiglio - I'm here because in my own institution I'm asked to sit on hiring boards. We're always about transparency. We're always about rubrics. We're always about professionalism. I've been reading through notes. I've been reading through the emails that Dr. White has sent out to Wild Style. How is a board like this so unprofessional? I am angry that you are not representing the will of Indianapolis. We are asking for one thing. Hire Nichelle Hayes.

Elijah Wenger - I'd like to say keep IMPD out of the public library meetings. They have time and time again, bullied and brutalized members of our community. We, the community, have given plenty of opinions at every one of the library meetings for the past few months. However, I feel like as if we've fallen on deaf ears, we are not tired and we will keep showing out for our community. Hire Michelle Hayes.

Jason Jones - I'm a resident of Indianapolis, longtime library user. Spoken here several times. I'm here to go on the record and support of Michelle Hayes.

Mahasin Ameen - At the last board meeting I attended, I asked what the cost was for IMPD to be at these board meetings was, and Ms. Tribble, you said you didn't know. Dr. White, I don't know you, but comparing Greg's experience to Nichelle's

experience isn't fair. He didn't apply for the job. He didn't do a community presentation. But it is unfair to take a candidate who went through the entire process, who had her entire time wasted twice, after having done the job, after dedicating her life to this institution and to librarianship.

I got the proof for my first book chapter – “Between the Desk and the Glass Ceiling, the Impact of Strategic Placement on Black Librarians.” I turned what this library did to me into what's going to be my case for tenure. The thing I think that's funny is the people that you are putting your life on the line for politically are not going to pick you up when you fall.

Reverend Patrick Burke - I serve at St. Paul's Episcopal. I represent a group of concerned clergy who are here again, because despite our objections last month, IMPD continues to be hired as security, and now they're in tactical gear.

Folks have a constitutional right to voice their opinion without feeling like their lives are threatened by walking in the door.

This is a community public library board, a public institution. Our tax dollars are at work here. You have a moral obligation not to put our lives at risk. A faith leader, I ask you again to not bring armed police officers into the space because people are expressing their constitutionally protected right to free expression about your decisions. They're not violent, they never have been. The only violence that's being brought in are the side arms from IMPD.

Kay Hawthorne - It upsets me that Dr. Payne, Dr. Murtadha, and Steven Lane have been ostracized, even been left out of key decision making by the board. It really hurts on top of being ignored as a resident to see these three try to uphold democracy and continually be knocked down. To Dr. White, it hurts to see a man formerly over our public education system aid in the destruction of such an important public resource. Hire Nichelle Hayes.

Derek Ford – He read a statement from WildStyle Paschall who couldn't be here tonight - Let Dr. White know that he needs to leave our library alone and that IndyPL will be held accountable following my public records requests and that Tribble, Biederman and White need to resign.

Mr. Ford stated that his five minutes begin now. This isn't really a democratic institution. This is a dictatorship. Hope runs this place like a dictator, doing whatever she wants.

I haven't seen a petition against Nichelle Hayes. I haven't seen a petition for Gabriel Morley or anybody else, or a new national search. I haven't heard anybody come out and say, "Yeah, let's spend a couple hundred thousand more dollars on a new national search."

We also don't want cops at these meetings. This is a public meeting. What do we do? We give statements, we read demands, we ask questions. We rarely get

answers, but we ask questions. But we're spending money on police officers armed at these meetings. I haven't heard a threat of violence or anything like that. We won't be intimidated. We told you we won't go away. We are not going away.

So in summation, three things. Cops out of board meetings, Tribble must go now, and hire Nichelle Hayes now.

Tony Davis – He passed out some documents to the board. He then noted that the state or condition of being superior to all others in authority, power, or status. This is a definition of supremacy.

Who are the puppet masters behind the scenes who don't want Nichelle Hayes? It's obvious on the board who doesn't, but let's ask the question at least seven times to get to the truth. Why was it okay for Jackie Nytes to be CEO when she didn't have all the qualifications now that Nichelle is being held to the standard of? Does Jackie Nytes still hold influence on the board members or those in positions of power because of her financial and political influence?

Why is it that the City-County Council has been publicly silent about their two appointees, who clearly are going against their public statement wishes and the will of overwhelmingly what the people want?

All power to the people and appoint Hayes now.

Niki Messmore - I want to start off by telling the board thank you, because you all have made it into my next civics lesson, a lesson talking about why it's important to pay attention to local government, what happens when local government decides to make undemocratic decisions, and also amazing responses from the community that sustain, ongoing and powerful.

This is a place where people care about books, not where we should be booking people into jail because they want to share their views. And so this idea of American being scared of the public and commentary, it's a issue all across the world where people want to enact violence on people who are dissenting from the powerful entities. Please send the cops home. Please hire Nichelle Hayes.

At this time, Ms. Tribble thanked everyone for their feedback and announced that the Board was going to take a five minute recess and they would come back at 7:36 p.m.

- b. **Communications** received, not requiring action.

There were no communications that required action.

## 5. **Approval Of Minutes: Executive Session, Regular and Special Meetings**

- a. **Regular Meeting, March 27, 2023**

The minutes from the Regular Meeting held March 27, 2023 had been distributed to

the Board.

The minutes were approved on the motion of Mr. Biederman, seconded by Dr. White, and the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Dr. White – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Abstain	

## COMMITTEE REPORTS

### 6. Finance Committee (Dr. Patricia A. Payne, Chair; Mr. Raymond J. Biederman, Dr. Eugene G. White)

#### a. Report of the Treasurer – February 2023

Ms. Lolita Campbell, Chief Financial Officer and Ms. Mary Rankin, Acting Treasurer discussed the Report of the Treasurer. They also displayed some summary slides for the Board's information.

Ms. Campbell reviewed the Revenues as of March 31, 2023. Currently, we are at 4% of our budgeted revenue. That is 1% more than we were last year. The December 2022 tax settlement carries us through the first quarter of this year. We did receive a payment of \$18 million for the second quarter.

And our Miscellaneous Interest Revenue continues to grow. Our Hoosier Fund is at 4.55%, and Trust Indiana is at 4.65%. This interest rate continues to grow every month.

Ms. Rankin then discussed the Expenditures.

She noted that the Expenditures, which are related to the Operating Fund, and the personal services and benefits for the first quarter are 1% higher than the same point last year, which is pretty good, considering that we had a generous compensation increase this year in January. The supplies are 7% higher due to increasing costs. Other services and charges are 3% over this time last year for legal consulting and cleaning services.

Capital Outlay is the bottom line and it is for the books primarily. And then we have the graph as well for the Expenditures month-to-date and year-to-date comparing to this time last year. It does reflect that the blue is the 2023 and the orange is 2022, so some slight increases in total, both month-to-date and year-to-date.

Dr. Murtadha asked if the Board could receive a disaggregation of the consulting services listed.

Ms. Campbell advised that they did not have that detail at this time. She offered to obtain that information and send it to the Board via email.



Mr. Biederman thanked them for providing the summary slides this evening,

Mr. Lane asked if there was a way to pull out the budget for security, specifically for the IMPD presence at Board Meetings.

Ms. Rankin shared that for the police themselves, we have a security company, and if it's going through them, it's a subcontract. And it's \$65 an hour per person, which is what the company charges them.

Ms. Payne made the motion, which was seconded by Mr. Biederman, that the Report of the Treasurer be filed for audit.

The Report of the Treasurer was approved for filing for audit on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Dr. White – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Aye	

b. **Resolution 16 – 2023** (Resolution for Transfer Between Classifications and Accounts)

Ms. Campbell explained that the transfer in the Operating Fund is to move funds within the CEO Department's budget to fund the contract for the Chief Administrative Officer.

This transfer has no impact on the total budget for 2023, as the funds are moving from one account to another. The total amount we're asking for approval is \$31,666.67. This is for two months of services rendered by the CAO.

Mr. Lane asked if the \$31,666.67 is for this month and next month.

Ms. Campbell advised that the amount is for March and April.

After full discussion and careful consideration of Resolution 16 – 2023, Dr. White made the motion to approve the Resolution for Transfer Between Classifications and Accounts. No second was needed. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Nay	Dr. White – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Aye	

The resolution is appended to, and made a part of, these minutes.

At this time, Ms. Campbell mentioned that during the recent Finance Committee, a discussion took place on the tuition reimbursement policy. She is partnering with

the Acting CEO and HR to revise this policy so it will not be a financial burden on our current staff, where it's going to be deferred billing where we can invoice or pay the educational institution directly to them once the class is approved and the staff receive prior approval.

Dr. White asked if this would address the comments made by a speaker earlier in the meeting about the lack of reimbursement for costs related to school.

Ms. Campbell advised that the individual who spoke tonight would be informed.

**7. Diversity, Policy and Human Resources Committee (Mr. Raymond J. Biederman, Chair; Dr. Khaula Murtadha, Dr. Patricia A. Payne)**

**a. Resolution 17 – 2023 (Paid Employee Medical, Parental and Disability Leave Policy)**

Ms. Tisha Galarce, Human Resources Director, noted that she was here to present Resolution 17 - 2023. This will be a new in-house benefit that can be used continuously for employees' illness on their ADA and FMLA and for parental leave. Employees will be accruing time for full-time benefits and work 40 hours will receive up to 720 hours. For part-time, 20 hours, employees will receive up to 360 hours. And other full-time employees that work less than 40 hours will be prorated as well as part-time.

This benefit will replace our current short-term disability program, which the employees have to pay for. We have a low enrollment of 121 employees out of 470 employees that qualify for the benefit. This will be a free benefit for all employees that are eligible for benefits, and it will be effective on July 1, 2023. For those employees who are currently enrolled in short-term disability, they will receive an upfront bank, and those that don't have anything right now, that will start accruing on July 1st.

Mr. Lane asked for confirmation if this would only be available to full-time and part-time staff and would not be available for hourly.

Ms. Galarce confirmed that it is for just benefits eligible employees.

Mr. Lane then asked how many hourly staff will not receive this benefit.

Mr. Galarce responded that it will be about 200, including Pages.

He then inquired about the age ranges of those employees.

Ms. Galarce noted that the ages range from teenagers to elderly but she will run a report and send it to Mr. Lane.

After full discussion and careful consideration of Resolution 17 – 2023, Mr. Biederman made the motion to approve the Paid Employee Medical, Parental and Disability Leave Policy resolution. No second was needed. The resolution was

approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Dr. White – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Aye	

The resolution is appended to, and made a part of, these minutes.

b. **Briefing Report – “Materials Harmful to Minors” – April 2023 Legislative Changes**

Ms. Deb Lambert, Director, Collection Management Services Area, reviewed the Report that had been shared with the Board in their packet.

She stated that creating new library card types is going to require some assistance from our legal representation to help us make sure we're interpreting the policy correctly, and also for us to meet with librarians throughout the system and our leadership to talk about how we want to approach that. If the law is passed, she will be back in a future Board meeting to provide more details about that. This is the last week that the legislature will meet for this year, so they have to make a decision for this by the end of this week, or if they don't then we start over again next January with the next legislative cycle.

Dr. Murtadha asked how likely it was that this will come up again in the next legislative cycle.

Ms. Lambert replied that if it does not pass, she is 99% sure it will come up again next year.

Dr. Murtadha asked about the legal ramifications.

Ms. Lambert advised that the legal ramifications are, if we are charged with providing materials harmful to minors, a staff member and the library will be charged which means six years in prison and a \$10,000 fine. That's why this is very serious and why we need to make sure we're talking to our legal counsel about what we can and cannot do and how we need to proceed if it's passed.

Dr. Murtadha commented that making this knowledge really well known in our community is extremely important, especially since we know that we don't want to have materials that are harmful, but we also want to make sure that those individuals who want the kind of materials that we have to offer have free access to do so. Let's make sure we get that information out widely disseminated. Is it on our website at this time?

Ms. Lambert noted that because it's not passed yet, we don't, but we have put things on our website that talk about the legislation and what type of materials you can read to better understand the legislation. We've been giving the briefings to our staff on a weekly basis or a biweekly basis the latest information as it's moved through legislation.

Mr. Biederman then inquired if this is in conference committee and do we have a hearing date in case anyone is interested in understanding when that may be and to the extent anyone's interested in this, they could go to the in.gov website and look up HB 1447 and see what legislative action there may or may not be. .

Ms. Lambert confirmed it's in conference committee but we don't have a hearing date yet she doesn't have any current info since she was out of town over the weekend.

At this time, Dr. Payne advised that there is a group, it's called the Indiana Education Coalition that keeps up with all of these. The Library is a part of that coalition also. They meet every Friday. They're composed of ISTA, the Teachers union, many, many IU and IUPUI professors, the NAACP, and the Urban League. She can make sure that anyone who wants that information can be attached to that group.

- c. **Resolution 18 – 2023** (Resolution in Support of Library Staff, Collections, Displays and Programming; and Against Censorship)

Ms. Lambert reviewed and read aloud the resolution that was distributed to the Board at the meeting entitled “Resolution in Support of Library Staff, Collections, Displays and Programming; and Against Censorship.”

After full discussion and careful consideration of Resolution 18 – 2023, Mr. Biederman made the motion to approve the Resolution in Support of Library Staff, Collections, Displays and Programming; and Against Censorship. No second was needed. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Dr. White – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Aye	

The resolution is appended to, and made a part of, these minutes.

## 8. **Facilities Committee (Dr. Eugene G. White, Chair; Mr. Stephen Lane, Dr. Khaula Murtadha)**

- a. **Resolution 19 – 2023** (Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project)

Mr. Adam Parsons, Facilities Director, shared that the Committee is presenting Resolution 19-2023 for approval to award a construction services contract for the Warren Branch AHU 1 and 2 replacement project.

He explained that there are two air handlers at this branch. They were installed originally in 1974 when the branch was constructed. We recently renovated the branch in 2018, but we decided to keep the HVAC units because we had replaced the condensing units and the compressors, basically the guts of it we had replaced earlier and they were at the time back in 2017 when we decided to renovate the branch, they still had several years of estimated useful life. This was a values-based

decision. We had basically three options in front of us. The first one we could replace the compressors again, but given that they had already been replaced once and we're using old refrigerant, R22, which had already been banned decades ago, we decided that we should get rid of all of our R22 HVAC units. Second option was direct replacement. Third option was go next level for energy efficiency for variable refrigerant flow. We have that actually at Martindale-Brightwood, one of our newest branches. But that was cost prohibitive given our options so we went with option number two.

We used the invitation to bid process public notice. We sent it to eight vendors and three business development organizations. Two of those vendors were XBEs, a pre-bid conference was held on March 23, 2023. Again, that was open to anyone and everyone. We received three sealed bids. Ellis Mechanical was the lowest responsive and responsible bidder at \$191,500.

As a reminder, supply chains are very strained at the moment, and manufacture time is approximately 30 weeks, so that's about seven and a half months. We'd like to have this substantially complete by December 1, 2023. It will probably take between two to four weeks to have the branch shut down while we do the crane work and full installation. Fortunately, our new Fort Ben branch will be open by that time, which will be able to absorb a lot of the patrons who would normally use Warren.

After full discussion and careful consideration of Resolution 19 – 2023, Dr. White moved to approve the Approval to Award a Construction Services Contract for the Warren Branch AHU 1 and 2 Replacement Project. No second was needed. The resolution was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Aye
Mr. Lane – Aye	Dr. White – Aye
Dr. Murtadha – Aye	Ms. Tribble – Aye
Dr. Palacio – Aye	

The resolution is appended to, and made a part of, these minutes.

## 9. **Library Foundation Updates**

Mr. Raymond Biederman, Library Board Representative to the Foundation, presented the following Update:

### News

The Library Foundation was proud to support the Dia del Nino at Be My Neighbor Day held at Central Library on April 1. Inspired by one of public television's programs, *Daniel Tiger's Neighborhood*. Be My Neighborhood Day welcomed families from Central Indiana to celebrate and learn about the importance of being a caring neighbor and to celebrate community. Musical performances, art stations and community resources filled Central Library. Congratulations to all involved in making the day a success.

**Donors**

We thank the 193 donors who made gifts last month. The following are our top corporate and Foundation donors: American Honda Motor Co., Inc.; Cardinal Publishers Group; Downtown Optimist Foundation; Indiana Education Savings Authority; Indianapolis Indians; PNC Foundation; The Skillman Corporation; and Wallington Asset Management, LLC.

**Program Support**

This month we are proud to provide more than \$230,000 to the Library. Examples of major initiatives supported include: CBLC 6<sup>th</sup> Anniversary, Concert Series, International Festivals and Celebrations, On the Road to Reading, and the youth and adult Summer Reading Program.

**10. Report of the Acting CEO**

**a. Confirming Resolutions**

**1) Resolution Regarding Finances, Personnel and Travel (20 - 2023)**

Mr. Gregory Hill, Interim Chief Public Services Officer and Acting CEO, made a recommendation that the Board approve Resolution 20 - 2023 Regarding Finances, Personnel and Travel. He reminded everyone that this is a routine, procedural action. It approves new hires, compensation changes, resignations, travel and financial-related claims and warrants.

Mr. Biederman made the motion, which was seconded by Dr. White, to approve Resolution 20 – 2023, the Resolution Regarding Finances, Personnel and Travel.

Resolution 20 – 2023 was approved on the following roll call vote:

Mr. Biederman – Aye	Dr. Payne – Abstain
Mr. Lane – Aye	Dr. White – Aye
Dr. Murtadha – Abstain	Ms. Tribble – Aye
Dr. Palacio – Aye	

The resolution is appended to, and made a part of, these minutes.

**b. Report of the Acting CEO**

Mr. Hill reviewed portions of the following letter with the Board:

Good Evening,

The Staff of the Indianapolis Public Library continue to focus on **“Supporting Lifelong Learning in the City of Indianapolis.”**

### **System Wide Communication**

We continue to hold meetings with staff at branch locations as well as departments. In March, the Executive Committee held meetings at East Thirty Eighth Street Branch and Hosted the closed departments at LSC.

The Area Resource Managers held it's meeting at The NORA Branch in March.

### **Adult Program Updates from PDA, Central and Branches.**

#### **Adult Program Specialist**

Civil Rights Commission, 10:00 – 6:00 each day and will be listed on IndyPL events calendar.

- April 3-6: West Indianapolis
- May 8-11: College Ave.
- June 5-8: Decatur
- August 7-10: Central
- September 11-14: Wayne
- October 2-5: Fort Ben
- GPK & MIC are "first up" for the next round.

#### **@ Central**

- Data and Drafts in partnership with The Polis Center at IUPUI and WFYI, had 29 in attendance.
- Tai Chi Wellness Program, offered virtually to both staff and patrons as a part of our health and wellness-1 strategic priority had 45 in attendance.
- Circulating Sounds concert with Mariachi Sol Jalisciense with 117 in attendance.

#### **@ Systemwide**

- BGR and FRA hosted Medicare Bingo in partnership with SHIP (State Health Insurance Program) and had a total of 12 in attendance.
- Art programs were held at GLD, LAW, MAR, WPR, HVL and WRN with 61 in attendance.
- HVL and LAW hosted Fishing with Clint presentations “As the Ice Melts/Catching Spring Fever” with a total of 45 in attendance.
- Eagle hosted Healthy Communities/Cultivando Comunidades with 45 in attendance.

#### **Immigrant Outreach Specialist**

- Central hosted two Naturalization Ceremonies with 350 in attendance, in partnership with US Citizenship & Immigration Services (USCIS), The League of Women Voters, IWC.
- Southport hosted Pathway to Literacy in partnership with the Immigrant Welcome Center with 67 in attendance. Graduation for this class will be in May.
- CEN, MIC, LAW and SOU hosted English Conversation Circle in partnership with IUPUI and had 133 in attendance.
- EAG hosted World Language Spanish Computer Classes, taught by Digital Synapses, and had 11 in attendance.

- The Spanish Book Club had 8 in attendance and the book read was Things You Think About When you Bite Your Nails written by Amalia Andrade
- Indianapolis Mariachi Festival had 780 attend. We also did IndyPL promo on Fox 59: <https://fox59.com/morning-news/indianapolis-mariachi-folklore-festival-happening-this-saturday/>

### **System-wide IndyPL**

- Beech Grove hosted ABC of Diabetes in partnership with the Marion County Public Health Department to 47 patrons.
- Central offered their popular Nonprofit workshop series and had a total of 85 in attendance for three workshops covering topics such as “Starting a 501(c)(3) Nonprofit Organization”, “Successful Grant Proposals”, and “Planning Effective Programs”.
- The Central Computer Lab offered a variety of classes, including classes on how to get inspired with Adobe Capture, Adobe Photoshop Basics, Adobe Audition Basics, and Microsoft Powerpoint Online. Open Labs offered focused on Northstar Digital Literacy, including building tech and computer skills.
- CEN, EWA, GLD, IRV, MIC, NOR, WRN, WIN, FRA and MAR all hosted book discussions with a total of 72 in attendance.
- Glendale hosted Yarnslingers with 10 in attendance.
- InfoZone hosted Growing Global Citizens with 215 in attendance.
- Michigan Road kicked off the 2023 Community Shred and E-Recycle events with 110 in attendance. Special thanks to Recycle Force for providing E-Recycling services.

### **Recent Highlights at IndyPL**

Were distributed at the meeting.

Sincerely,

Gregory A. Hill, Sr., MLS, MSM

Acting CEO/Chief Public Services Officer (Interim) Indianapolis Public Library

## **UNFINISHED BUSINESS**

### **11. Election of Officers**

Ms. Tribble announced that with the resignation of Board Member, Mr. Curtis Bigsbee, the vacancy has been created in the Vice President position on the Board, and according to the By-Laws, we are required to hold an election to fill that vacancy at the next Regular Meeting of the Board, which would be now.

The term for this position would be from April 24, 2023 through December 31, 2023. The election of a Vice President is to be accomplished by nomination and roll call. At this time, Ms. Tribble called for nominations from the floor for Vice President.

Mr. White nominated Mr. Biederman as Vice President.



Ms. Tribble noted that Mr. Biederman had been nominated for Vice President. Are there other nominations?

There were no other nominations and the nominations were closed.

At this time, the Board was polled and the results were as follows:

<b><u>Board Member</u></b>	<b><u>Selection for Vice President – Mr. Biederman</u></b>
Mr. Biederman	Aye
Mr. Lane	Nay
Dr. Murtadha	Abstain
Dr. Palacio	Aye
Dr. Payne	Nay
Dr. White	Aye
Ms. Tribble	Aye

Ms. Tribble noted that Mr. Biederman was elected Vice President.

Ms. Tribble then announced that a vacancy has now been created in the Secretary position on the Board, and according to the By-Laws, we are required to hold an election to fill that vacancy at the next Regular Meeting of the Board, which would be now.

The term for this position would be from April 24, 2023 through December 31, 2023. The election of a Secretary is to be accomplished by nomination and roll call. At this time, Ms. Tribble called for nominations from the floor for Secretary.

Mr. Lane nominated Dr. Payne as Secretary.

Ms. Tribble noted that Dr. Payne had been nominated for Secretary. Are there other nominations?

There were no other nominations and the nominations were closed.

At this time, the Board was polled and the results were as follows:

<b><u>Board Member</u></b>	<b><u>Selection for Secretary- Dr. Payne</u></b>
Mr. Biederman	Aye
Mr. Lane	Aye
Dr. Murtadha	Aye
Dr. Palacio	Aye
Dr. Payne	Aye
Dr. White	Aye
Ms. Tribble	Aye

Ms. Tribble noted that Dr. Payne was elected Secretary.

Ms. Tribble then announced that a vacancy has been created in the Treasurer position on the Board, and according to the By-Laws, we are required to hold an election to fill that vacancy at the next Regular Meeting of the Board, which would be now.

The term for this position would be from April 24, 2023 through December 31, 2023. The election of a Treasurer is to be accomplished by nomination and roll call. At this time, Ms. Tribble called for nominations from the floor for Secretary.

Dr. Murtadha nominated Mr. Lane as Treasurer.

Following discussion, it was pointed out that the Treasurer must be bonded. Also, it was confirmed that Ms. Jennifer Carter had resigned her position as Treasurer.

Dr. Murtadha then retracted her nomination of Mr. Lane as Treasurer.

At this time, Mr. Biederman nominated Ms. Mary Rankin as Treasurer.

Ms Tribble noted that Ms. Rankin had been nominated for Treasurer. Are there other nominations?

There were no other nominations and the nominations were closed.

At this time, the Board was polled and the results were as follows:

<b><u>Board Member</u></b>	<b><u>Selection for Treasurer – Ms. Rankin</u></b>
Mr. Biederman	Aye
Mr. Lane	Aye
Dr. Murtadha	Aye
Dr. Palacio	Aye
Dr. Payne	Aye
Ms. Tribble	Aye
Dr. White	Aye

Ms. Tribble noted that Ms. Rankin was elected Treasurer.

**NEW BUSINESS**

12. At this time, Ms. Tribble recognized Dr. White.

Dr. White then advised that he had a resolution to present to the Board. Resolution 21 – 2023 entitled “Selection of New Chief Executive Officer” and he began to read it out loud as follows:

Whereas, the Indianapolis-Marion County Public Library has been without a permanent Director and Chief Executive officer since September 1, 2021.

Whereas, since December 9, 2022, Gregory Hill has served the Library as the Acting CEO.

Whereas, after a military career of more than 20 years, the last four of which were in Indianapolis, Hill obtained his master's degree in library science. He joined the library in 2011.

Whereas, during his nearly twelve years of service to the Library, Hill has worked in many different branches, including serving as branch manager at two different branches.

Whereas, Hill has also served as an area resource manager prior to serving as an acting CEO, served as the Interim Chief Public Service Officer, and as a member of the Library's executive committee under two different interim CEOs.

Whereas, in addition to professional service to the Library, Hill volunteered at the Block Family Library at Riley Children Hospital, served as the trustee and vice chair for the Nine Star Community Connect Trust Fund and as Lunch and Learn mentor at area school.

Whereas, Hill's years of military...

At this time, the audience members began to chant and shout.

Mr. Tribble called for order. She requested that Mr. Brown, who had addressed the Board earlier, be seated and noted, if not seated, he would be removed from the room.

Mr. Tribble then asked security to remove Mr. Brown from the room.

Mr. Biederman moved that the Board take a brief recess.

Ms. Tribble announced that the meeting was in recess. She advised that the audience should return to silence or she would have the room cleared noting it is a public meeting for observers.

The Board members then moved into a conference room in the same building at the 2450 North Meridian Street location.

Following a brief recess, Ms. Tribble announced to the public via live stream that the Board was resuming the meeting of the Indianapolis Public Library Board. She commented that under Indiana's Open Door and Public Access Laws, community members have the right to attend and observe these meetings, but not to disrupt them. And, for everyone's safety, the Board had moved the Board Meeting to a conference room and we will complete the Agenda of tonight's meeting from here. This proceeding continues to be telecast for public viewing.

Ms. Tribble then advised that the Meeting would continue where we were.

Ms. Tribble was advised by legal counsel, Mr. Robert Scott, that a motion must be made to add this item to the Agenda.

Dr. White made the motion which was seconded by Mr. Biederman that the resolution be added to the Agenda.

Mr. Lane then made the following statement: Why are we bringing this up now when we haven't started the new CEO process? I thought we had discussed previously that we're going to start basically a search process. When now we're just moving into appointing somebody who who hasn't gone through the whole interview process. Hasn't gone through what Nichelle and Morley have gone through. And now we're just going to appoint the permanent CEO. Can

you make sense of all that for us?

At this time a vote was taken to allow the resolution to be added to Agenda,

Mr. Biederman – Aye	Dr. Payne – Nay
Mr. Lane – Nay	Dr. White – Aye
Dr. Murtadha – Nay	Ms. Tribble – Aye
Dr. Palacio – Aye	

Ms. Tribble announced the resolution would be added to the Agenda,

It is noted that while this portion of the meeting was taking place, there were individuals outside the conference room who were shouting, beating on the walls, etc.

Dr. White then continued reading the referenced resolution as follows:

... service, service to the Library, and educational background have allowed him to obtain the Library Certificate I certification required to serve as the CEO for the Library.

Whereas, the Board of Trustees has reviewed and considered Hill's qualifications for the role of the CEO, including his management experience in the military and in service to the Library in several positions throughout the Library system, and has reviewed and considered his training and proficiency in the science of library administration. Based on this review the Board considers Hill aptly qualified to serve as the new CEO of the Library.

Whereas, the Board desires for Hill to serve as the new CEO of the Library and Hill has indicated he is willing to serve in such a role.

It Is Therefore Resolved, that the Board approves the selection and appointment of Hill as CEO for the Library and authorizes and empowers the President of the Board of Trustees, the Chair of the Diversity, Policy and Human Resources Committee, and the Board's attorneys to complete negotiation of an employment agreement by and between the Library and Hill, which agreement shall be ratified by the Board at a subsequent meeting thereof.

It Is Further Resolved, that upon execution of an employment agreement and commencement of employment as CEO under applicable Indiana statutes and the Library By-Laws.

Mr. Lane began to ask Mr. Hill several questions about the Strategic Plan and the HIV Testing, etc.

Ms. Tribble then reminded Mr. Lane that there had been two times previously when he could have asked questions.

Dr. Murtadha then made the following statement: I have a great deal of respect for you, but this process is not exhibiting any kind of leadership, and this Board needs to exhibit leadership. If we don't have enough regard and respect to just say, "We will table this. We need to have this discussion. But this is not a way to have a discussion. This is not a way, and we need leadership. Thank you, Hope, for trying to go ahead and have this meeting. Ray, our new member, Steven. But this is not the leadership that we'll need in order to keep

having a reasonable discussion. I have to leave.”

Dr. Payne stated that she was going to leave with Dr. Murtadha.

Dr. Murtadha continued and noted that she didn’t think this is the way we’re supposed to conduct leadership for this Library.

Mr. Lane thanked Dr. Murtadha and Dr. Payne for their leadership and commented that the whole legitimacy of the Board had been eroded.

Dr. Murtadha then asked Mr. Hill, as Acting CEO, “What is your will?”

Mr. Biederman asked for a recess.

Ms. Tribble announced that the meeting was being recessed at 9:15 p.m.

*Dr. Murtadha and Dr. Payne left the meeting at this time.*

Ms. Tribble reconvened the meeting at 9:25 p.m.

She announced that the Board is still considering the resolution regarding the selection of the new Chief Executive Officer.

Mr. Lane commented that he didn’t understand why we’re rushing this through when it was like a month-long process before. The resolution undermines the legitimacy of this Board, and he thinks it's a sham. And he thinks it's very disrespectful to the community and the Library workers, and it's awful.

Ms. Tribble noted that Dr. White made the motion, which was seconded by Mr. Biederman, on the resolution to name Mr. Gregory A. Hill as the CEO of the Library. We will now take a roll call vote:

Mr. Biederman – Aye	Dr. White – Aye
Mr. Lane – Nay	Ms. Tribble – Aye
Dr. Palacio – Aye	

Ms. Tribble announced that Mr. Hill has been selected as the Library’s CEO.

## **DISCUSSION AND AGENDA BUILDING**

- 13. Future Agenda Items** – This time is made available for discussion items not on the Agenda which are of interest to Library Board members and the opportunity to suggest items to be included on future Library Board Meeting Agendas.

Items suggested for upcoming Board Agendas are as follows:

**May 2023** – There were no items suggested.

**INFORMATION**

**14. Materials**

- a. **Notes of April 11, 2023 Diversity, Policy and Human Resources Committee Meeting** (enclosed)
- b. **Notes of April 11, 2023 Facilities Committee Meeting** (enclosed)
- c. **Notes of April 11, 2023 Finance Committee Meeting** (enclosed)

**15. Board Meeting Schedule for 2023 (Notice of Date and Place of Meeting) and Upcoming Events**

- a. **Board Meeting Schedule** for 2023 will be updated as needed.
- b. **Library Programs/Free Upcoming Events** may be found at [attend.indypl.org](http://attend.indypl.org).

**16. Notice of Special Meetings**

**17. Notice of Next Regular Meeting**

Monday, May 22, 2023, at the Irvington Branch Library, 5625 East Washington Street, at 6:30 p.m.

**18. Other Business**

**19. Adjournment**

The Secretary announced that there was no further business to come before the Board.

The Chairman then declared the meeting adjourned at 9:40 p.m.

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Raymond Biederman, Secretary to the Board

